

Future: Reward Europe



20-21 June, 2024



Brussels

This 2-day in-person Conference is designed to look at the changing landscape across reward globally, by bringing together peers to share best practices, explore new trends, and network.

We will be diving into some of the most challenging topics in reward today, to highlight a few:

- Linking a Sustainability Strategy with Rewards
- Skills-Based Pay
- Hyper-Personalisation of Reward
- Strategic Benefits
- Pay Transparency
- CEO Compensation

Meeting Location:
Crowne Plaza Brussels
Hotel
Da Vincilaan 4
1831
Brussels

Contact:

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Who Should Attend:

This conference is designed especially for Vice Presidents, Directors, and Managers of Performance and Reward, Compensation and/or Benefits, senior HR Business Partners, and Talent Acquisition Specialists.

Day 1 Agenda |

Thursday 20 June 2024

08:00 **Registration**

09:00 **Welcome and Introduction**

Attendees are welcomed with a short introduction on the flow of the Conference.

John Beadle, Director Corporate Reward Council, The Conference Board

09:30 **Session 1: Linking Sustainability Strategies with Reward**

In this session we hear from Tom Gosling, Executive Fellow at the London Business School, on how organisations can link sustainability strategies with reward.

Tom Gosling, Executive Fellow, London Business School

11:00 **Networking Break**

11:30 **Session 2: Exploring Strategies for Skills-Based Pay**

This session will open with an overview of the current state of skills-based pay, followed by a panel of practitioners and consultants discussing how it can be leveraged to drive performance, engagement, and retention within organisations.

Isabelle Meuleman, Senior Manager – Reward Service, PwC Belgium (Opening Address)

Panelists:

Anne-Sophie Blouin, SVP Reward, RELX

Wendy Zhang, Director Global Rewards Strategy and Business Partnering, Heineken

Asi DeGani, Director Skills and Talent Development, LSEG * Remote

Filip Gilbert, Managing Director, Accenture (Internal)

Róbert Bencze, Director PwC Switzerland

13:00 **Lunch and Networking**

Day 1 Agenda |

Thursday 20 June 2024

14:00 **Session 3: Hyper-Personalisation of Reward: Is This the Future of Reward or Just Another Dead End?**

Peter Newhouse, former Global Head of Reward at Unilever, will discuss conclusions from experiments in the individualisation of Reward - what works, what doesn't?

If hyper-personalisation is the way forward, what's stopping us from doing it? Peter looks at the advantages individualisation could bring and also highlights the practical difficulties in making flexibility work. The session also takes a pragmatic look at alternatives to giving people choice.

Peter Newhouse, Global Reward Counselor, Neovation

15:30 Networking Break

16:00 **Session 4: Strategic Benefits**

In this session Timothy Bruneel, Partner Global Employer Services, Deloitte and Kent Frederiksen, VP rewards at The LEGO Group will cover:

- An overview of the employee benefits landscape.
- Aligning Reward/Benefits Strategy with Company Brand and Values
- Benefits Experience and journey getting there, driving employee Engagement through Benefits

Timothy Bruneel, Partner Global Employer Services, Deloitte
Kent Frederiksen, VP Reward, the LEGO Group

18:30 Cocktails

19:00

Barbecue Dinner



Day 2 Agenda |

Friday 21 June 2024

08:30 Welcome and Recap of Day 1

Welcome and recap of day 1.

John Beadle, Director Corporate Reward Council, The Conference Board

09:00 Session 5: Pay Transparency and Fairness

Novartis joined the United Nations Equal Pay International Coalition (EPIC) in 2018 as part of their multi-year, evolutionary journey to a fully transparent pay system.

In this session, Helen will talk about the practical steps they took to achieve their initial pledge, challenges faced along the way, and plans going forward to address the new EU Pay Transparency Directive and their renewed EPIC pledge.

Helen Odell, Head Rewards, Global Programs & Processes, Novartis
Marion Devine, Principal Researcher, Human Capital, The Conference Board

10:30 Networking Break

11:00 Session 6: CEO Pay – The Views of Practitioners

In this session, Prof. Jenter will present survey evidence on the views of UK board members and institutional investors on CEO pay. What are their main goals when setting CEO pay, what constraints do they face, and what do they believe are the effects of pay on CEO behavior? Prof. Jenter will then use the survey responses to understand broader, common CEO pay practices.

Dirk Jenter, Professor of Finance, London School of Economics

12:30 Lunch and Networking